MINUTES OF THE CLEVELAND HEIGHTS-UNIVERSITY HEIGHTS
BOARD OF EDUCATION

Regular Meeting of November 1, 2016

The Board of Education of the Cleveland Heights-University Heights City School District, Cuyahoga County, held its Regular meeting in the public meeting room of the Board building at 2155 Miramar Boulevard, University Heights, Ohio, on November 1, 2016, at 7:00 p.m.

Mr. Ron Register, Board Vice President, called the meeting to order at 7:00 p.m.

Present at Roll Call: Mr. Ron Register, Vice President
Mr. James Posch, Board Member
Mr. Eric Silverman, Board Member
Ms. Beverly Wright, Board Member

Also Present: Dr. Talisa L. Dixon, Superintendent
Mr. Scott Gainer, Chief Financial Officer
Members of the Central Office Staff
Patrons of the School District
Representatives of the News Media

Mr. Kal Zucker, President, was absent.

APPROVAL OF MINUTES

It was recommended that the Board of Education approve the following minutes:

- Special Meeting of September 20, 2016

No. 16-11-176 It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Minutes be approved.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman,
Ms. Wright

Nays: None
AWARDS & RECOGNITIONS

RESA Educators

Laurel Chapman, Program Specialist-Instructional Support, recognized Kristen Kephart, Max Kravitz, Hilary Nemecek, and Markita Warren, resident educators who scored among the top 100 teachers taking the RESA. The RESA is a rigorous performance program in which all new teachers in Ohio must participate. Over the course of four years, educators must showcase their teaching progress and demonstrate its impact on student achievement.

The board also recognized Laurel Chapman, the program coordinator for residency, for guiding the resident educators and providing them the tools they need to succeed. Laurel has been with the District over 41 years.

PUBLIC ADDRESS

Statements from the Audience

Name    Topic
Lisa Hunt  Levy 2016

SUPERINTENDENT’S REPORT

Dr. Talisa L. Dixon, Superintendent, announced the publication of our new Quality Profile 2016-2017 which is being distributed to all residents of the community this week. The Profile booklet highlights many of the programs and activities that make our students, schools and community special.

PERSONNEL

Approval of Resignation

It was recommended that the resignation of the following named personnel be accepted, effective on the date indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boyles, Mandy</td>
<td>Special Education Aide</td>
<td>10/14/2016</td>
</tr>
<tr>
<td>Johnson, David</td>
<td>Special Education Aide</td>
<td>10/18/2016</td>
</tr>
<tr>
<td>Mayti, Bianca</td>
<td>Connect Paraprofessional</td>
<td>9/27/2016</td>
</tr>
<tr>
<td>McDowell, Latia</td>
<td>Lunchroom Aide</td>
<td>10/15/2016</td>
</tr>
<tr>
<td>Newman, Kaitlyn</td>
<td>SHINE Paraprofessional</td>
<td>11/10/2016</td>
</tr>
</tbody>
</table>
Approval of Appointments

It was recommended that the Board of Education offer employment pursuant to ORC Section 3319.02 to the following individuals, for the positions listed, for the period of time identified, and at the rate of pay specified. It was recommended that the following appointments to the staff of the Cleveland Heights-University Heights City Schools be approved, pending successful completion of the pre-employment procedures including criminal history checks, effective on the dates indicated, with limited contracts and with the understanding that such personnel are subject to all the rules and regulations of the Board of Education and to all of the provisions of law pertaining to their employment.

If the pre-employment procedures are not successfully completed, it was understood that, pursuant to Board policy, the Board of Education may immediately release the employee from employment and rescind a conditional offer of employment.

**Key: N=New  R=Replacement  T=Transfer**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Certificated/Licensed Staff</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Argheta-Gomes, Flor</td>
<td>Long-term Substitute-R</td>
<td>$259/Day</td>
</tr>
<tr>
<td>Effective: 10/31/2016</td>
<td>Spanish Teacher</td>
<td>Step 1 MA+40</td>
</tr>
<tr>
<td>Assignment: Monticello Middle School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gardner, Nicole</td>
<td>Intervention Specialist</td>
<td>$911.28</td>
</tr>
<tr>
<td>Effective: 8/22/2016 - 10/07/2016</td>
<td>(Additional 6th Assignment)</td>
<td>Step 12 MA+20</td>
</tr>
<tr>
<td><strong>Classified Staff</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brooks, Sultaana</td>
<td>Special Education Aide-N</td>
<td>$15.80/ Hour</td>
</tr>
<tr>
<td>Effective: 11/2/2016</td>
<td>195 Days/Year</td>
<td>Step 1, DEGR</td>
</tr>
<tr>
<td>Assignment: Monticello Middle School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coleman, Jhiselle</td>
<td>Connect Paraprofessional-R</td>
<td>$13.99/ Hour</td>
</tr>
<tr>
<td>Effective: 10/17/2016</td>
<td>195 Days/Year</td>
<td>Step 1, NDEG</td>
</tr>
<tr>
<td>Assignment: Roxboro Middle School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Davis, Natalie</td>
<td>Assistant Custodian-R</td>
<td>$19.40/ Hour</td>
</tr>
<tr>
<td>Effective: 10/24/2016</td>
<td>260 Days/Year</td>
<td>Step 1, AC-G</td>
</tr>
<tr>
<td>Assignment: Roxboro Middle School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Francis, Daniel</td>
<td>Cleaner-R</td>
<td>$12.24/ Hour</td>
</tr>
<tr>
<td>Effective: 11/14/16</td>
<td>260 Days/Year</td>
<td>Step 1, CLNR</td>
</tr>
<tr>
<td>Assignment: Boulevard Elementary School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hardy, Brandon</td>
<td>AVID Tutor-R</td>
<td>$15.00/ Hour</td>
</tr>
<tr>
<td>Effective: 11/2/2016</td>
<td>190 Days/Year</td>
<td>Step 1, AVID</td>
</tr>
<tr>
<td>Assignment #1: District</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Hardy, Brandon  
Effective: 11/2/2016  
Assignment #2: Roxboro Middle School  
90-Day Probation Ends: 3/27/2017  
Henderson, Chloe  
Effective: 11/2/2016  
Assignment: District  
Houston, Octavia  
Effective: 11/14/2016  
Assignment: Fairfax Elementary School  
90-Day Probation Ends: 4/6/2017  
Knox Taylor, Yulander  
Effective: 11/2/2016  
Assignment #1: Noble Elementary School  
90-Day Probation Ends: 3/27/2017  
Knox Taylor, Yulander  
Effective: 11/2/2016  
Assignment #2: Oxford Elementary School  
90-Day Probation Ends: 3/27/2017  
Mombo, Lachonna  
Effective: 11/14/2016  
Assignment: Boulevard Elementary School  
90-Day Probation Ends: 4/6/2017  
Ngolo, Prisca  
Effective: 11/2/2016  
Assignment #1: District  
Raheem, Shahada  
Effective: 10/31/2016  
Assignment: Noble Elementary School  
45-Day Probation Ends: 1/30/2017  
Richardson, Heather  
Effective: 11/2/2016  
Assignment: Oxford Elementary School  
90-Day Probation Ends: 3/27/2017  
Siegel, Kaitlin  
Effective: 11/2/2016  
Assignment: District
Smith, Janeatha  
Special Education Aide-R  
$13.99/Hour  
Effective: 10/17/2016  
195 Days/Year  
Assignment: Bellefaire School  
90- Day Probation Ends: 3/9/2017

**Supplemental Assignments-Coaches-2016-2017**

**Cleveland Heights High School**

Basit, Branella  
Cheerleader Advisor-Varsity  
$3,390

Jackson, Vonte  
Wrestling-HC  
$5,085

Sanders, Eugene  
Boys Indoor/Outdoor Track AC  
$5,085

**Monticello Middle School**

Gehring, Henry  
Girls Basketball HC- Gr 7  
$5,085

**Supplemental Assignments-Coaches 2015-2016**

**Cleveland Heights High School**

Fellinger, Lewis  
Boys Swimming AC  
$3,390

**Supplemental Assignments-Advisors-2016-2017**

**Heights High School**

Marshall, Staci  
Dance Team Advisor  
$1,356

Radke, Lia  
Master Teacher Liaison  
$2,373

**Monticello Middle School**

Provenzale, Anthony  
Science Olympiad  
$1,356

**Noble Elementary School**

Delagrange, Amanda  
Intramurals (split)  
$678

Stephens, Marian  
Student Council (split)  
$678

Taylor-Ware, Teresa  
Student Council (split)  
$678

Wright, Richard  
Intramurals (split)  
$678

**Approval of Change of Status**

It was recommended that the following change be made in the contract status of the following personnel:

**Classified**

Blockson, Courtnei  
Probation  
General Office  
$24,477/Ann., Step 4 GENO  
Monticello Middle School  
205 Days/Year

Davis, Essence  
Probation  
Lunchroom Aide  
$13.43/Hour, Step 4  
Oxford Elementary School  
195 Days/Year
Davis, Essence  
Effective: 8/19/2016  
Assignment: #2  
Probation Ended: 10/25/2016  
Probation  
General Office-Attend.  
$10,893.19 (.5fte), Step 1 GENO  
Oxford Elementary School  
205 Days/Year

Holmes, Paris  
Effective: 8/19/2016  
Assignment:  
Probation Ended: 10/25/2016  
Probation  
Before/ After School Associate  
$11.61/Hour, Step 1, BAAS  
Gearity P.D. School  
195 Days/Year

Irving, Tabatha  
Effective: 8/19/2016  
Assignment:  
Probation Ended: 10/25/2016  
Probation  
After School Associate  
$11.61/Hour, Step 1, BAAS  
Canterbury Elementary School  
195 Days/Year

Irving, Tabatha  
Effective: 8/22/2016  
Assignment:  
Probation Ended: 10/26/2016  
Probation  
Lunchroom Aide-Brkfst  
$13.07/Hour, Step 3, AIDE  
Noble Elementary School  
195 Days/Year

Jacobs, Rosalind  
Effective: 8/19/2016  
Assignment:  
Probation Ended: 10/25/2016  
Probation  
Kindergarten Aide  
$15.80/Hour, Step 1 DEGR  
Noble Elementary School  
195 Days/Year

Jeffery, Toni  
Effective: 8/22/2016  
Assignment:  
Probation Ended: 10/26/2016  
Probation  
Assistant Custodian  
$19.40/Hour, Step 1 AC-G  
Oxford Elementary School  
260 Days/Year

Moore, Cynthia  
Effective: 8/19/2016  
Assignment:  
Probation Ended: 10/25/2016  
Probation  
Special Education Aide  
$13.99/Hour, Step 1 NDEG  
Roxboro Middle School  
195 Days/Year

Murray, Deja  
Effective: 8/22/2016  
Assignment: #1  
Probation Ended: 10/26/2016  
Probation  
Lunchroom Aide  
$13.07/Hour, Step 3  
Gearity P.D. School  
195 Days/Year

Murray, Deja  
Effective: 8/22/2016  
Assignment: #2  
Probation Ended: 10/26/2016  
Probation  
General Office-Attend.  
$10,893.19 (.5fte), Step 1 GENO  
Gearity P.D. School  
205 Days/Year
<table>
<thead>
<tr>
<th>Name</th>
<th>Probation</th>
<th>Assignment</th>
<th>Probation Ended</th>
<th>Special Education Aide</th>
<th>Hour, Step</th>
<th>School</th>
<th>Days/Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peraza, Sharlene</td>
<td>Probation</td>
<td>Special Education Aide</td>
<td>10/25/2016</td>
<td>$15.80/Hour, Step1 DEGR</td>
<td></td>
<td>Roxboro Middle School</td>
<td>195 Days</td>
</tr>
<tr>
<td>Ross, Jonathan</td>
<td>Probation</td>
<td>Cleaner</td>
<td>10/6/2016</td>
<td>$12.24/Hour, Step1 CLNR</td>
<td></td>
<td>Heights High School</td>
<td>260 Days</td>
</tr>
<tr>
<td>Starks, Charity</td>
<td>Probation</td>
<td>Kindergarten Aide</td>
<td>10/25/2016</td>
<td>$13.99/Hour, Step1 NDEG</td>
<td></td>
<td>Oxford Elementary School</td>
<td>195 Days</td>
</tr>
<tr>
<td>Weaver, Jocelynn</td>
<td>Probation</td>
<td>Special Education Aide</td>
<td>10/25/2016</td>
<td>$13.99/Hour, Step1 NDEG</td>
<td></td>
<td>Garity P.D. School</td>
<td>195 Days</td>
</tr>
<tr>
<td>Williams, Theresa</td>
<td>Probation</td>
<td>Before/After School Lead</td>
<td>10/25/2016</td>
<td>$14.13/Hour, Step2 LEAD</td>
<td></td>
<td>Garity P.D. School</td>
<td>195 Days</td>
</tr>
</tbody>
</table>

**Supplemental Assignments-Coaches-2016-2017**

Basit, Branella  
Varsity Cheerleader Advisor-Fall  
$3,390  
pro-rated-$2,500

**Supplemental Assignments-Advisors-2016-2017**

Jeske, Jason  
Science Olympiad (split)  
Declined Offer  
Young, Jason  
Science Olympiad (split)  
Declined Offer

**Approval of Name Change**

From: Bricker, Cathan  
To: Cavanaugh, Cathan

**Approval of Leave of Absence**

Name: Fishman, Pamela  
To: Unpaid Leave of Absence for Reasons Other Than Illness or Disability Effective: 10/21/2016-6/2/2017
No. 16-11-177  It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Personnel items be approved.

Vote on the motion was as follows:

Ayes:  Mr. Register, Mr. Silverman, Ms. Wright, Mr. Posch

Nays: None

Resolution to Suspend Employee without Pay
(In hands of Board Members)

No. 16-11-178  It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Personnel item be approved.

Vote on the motion was as follows:

Ayes:  Mr. Silverman, Ms. Wright, Mr. Posch, Mr. Register

Nays: None

BUSINESS SERVICES

Recommendation to Approve the Following Change Orders for Cleveland Heights High School

It was recommended that the Board of Education approve the following change order for Cleveland Heights High School (see official minutes):

- Change Order No. 69 with a total value of $16,984.00
- Change Order No. 70 with a total value of $45,040.00
- Change Order No. 71 with a total value of $11,512.00

No. 16-11-179  It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Business item be approved.

Vote on the motion was as follows:

Ayes:  Ms. Wright, Mr. Posch, Mr. Register, Mr. Silverman

Nays: None
Mr. Pat O’Brien, PMC Consultant, and members of the construction and architect teams were on hand to discuss the change orders.

**Resolution Declaring that Used Surplus Equipment of the Board of Education are no Longer Needed for any School Purpose and Authorizing the Sale of the Surplus Equipment by Public Auction**

It was recommended that the Board of Education approve the resolution declaring that used surplus equipment of the Board of Education are no longer needed for any school purpose and authorizing the sale of the surplus equipment by public auction (see official minutes).

**No. 16-11-180**

It was moved by Mr. Silverman, seconded by Mr. Register, that the Board approve the above Business Services item.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman, Ms. Wright

Nays: None

**Recommendation to Approve Payment-in-Lieu for 2016-2017 School Year**

It was recommended that the Board of Education approve the list of students eligible for school transportation based on Board Transportation Policy #3545 and place these students on Type IV payment to parent, in lieu of transportation, due to the fact that transportation for these students has been deemed impractical in accordance with Section 3327.01 of the Ohio Revised Code (see official minutes).

**No. 16-11-181**

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Donations be approved.

Vote on the motion was as follows:

Ayes: Mr. Posch, Mr. Register, Mr. Silverman, Ms. Wright

Nays: None
Recommendation to Accept Donations

It was recommended that the Board of Education accept the following donations:

- $350.00 to Delisle Options Global Ambassadors by Dr. Michelle Jackson
- $100.00 to Oxford Elementary by William Koeckert

No. 16-11-182

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Donations be approved.

Vote on the motion was as follows:

Ayes: Mr. Register, Mr. Silverman, Ms. Wright, Mr. Posch

Nays: None

FINANCE

Financial Reports

It was recommended that the Board of Education confirm the Summary of Cash Balances by Fund for the month ending August 31, 2016, and approve the Five-Year Forecast for fiscal years ending June 30, 2017 through June 30, 2021 (see official minutes).

No. 16-11-183

It was moved by Mr. Silverman, seconded by Ms. Wright, that the above Finance items be approved.

Vote on the motion was as follows:

Ayes: Mr. Silverman, Ms. Wright, Mr. Posch, Mr. Register

Nays: None

BOARD PRESIDENT’S REPORT

Board Vice President Ron Register said our District has been recognized as one of the leaders in seeking to recover money from the State being transferred to charter schools and other private schools. On October 22, 2016, the District received an award from Partners for Public Education. A number of school districts across the state are beginning to organize to take action against the transfer of public funding from
traditional schools to support charter schools. Many school districts, including ours, have invoiced the Ohio Department of Education for their share of district funding being dispersed to charter schools.

**BOARD COMMITTEE REPORTS**

*Facilities Accountability Committee (FAC)*
Board Member Jim Posch said the Board needs to begin to review the FAC’s role as the District’s focus shifts to the middle schools project.

*Cleveland Heights Master Planning Committee*
Board Member Eric Silverman reported that the committee met recently. The City held a public meeting on Tuesday, November 1, 2016 to present the community’s master plan and its steps for implementation.

*Alumni Foundation*
Board Member Eric Silverman said the latest newsletter should be arriving at households in the next few days. The annual Cocktail Party will be held on November 10, 2016, at the Wine Spot on Lee Road from 7 – 10 p.m. Tickets are $20 in advance. The Alumni Foundation gave a second $30,000 donation to the school district for the clock tower. The next Heightsgear sale will be Saturday, November 12th, from 9:30 a.m. – noon at Coventry.

*OSBA Legislative Committee*
Board Vice President Ron Register is the liaison for this committee. Mr. Register will represent the District at the OSBA Capital Conference on November 13-16, 2016.

**CORRESPONDENCE AND ANNOUNCEMENTS**

Board Vice President Ron Register announced that Heights High football suffered a big blow at a game against Lorain High on October 28, 2016. This loss eliminates Heights from participating in the playoffs.

The Heights High Musical “Anything Goes” will run November 3-6, 2016 in the auditorium at the Heights High Wiley Campus. Thursday-Saturday performances begin at 7 p.m. The Sunday show will begin at 4 p.m. Tickets are $5 and $10 for reserved seating and can be purchased online.

**UPCOMING MEETINGS**

Saturday, December 3, 2016 – Special Board Retreat
Tuesday, December 6, 2016 – Library Board Interviews
Tuesday, December 20, 2016 – Regular Board Meeting
MOTION TO ADJOURN

It was recommended that the meeting be adjourned.

No. 16-11-184  It was moved by Mr. Silverman, seconded by Ms. Wright, that the meeting be adjourned.

Vote on the motion was as follows:

Ayes:  Mr. Posch, Mr. Register, Mr. Silverman, Ms. Wright

Nays: None

The meeting adjourned at 7:48 p.m.

Kal Zucker, President

Scott Gainer, Chief Financial Officer